



Resilience Building Initiatives

Resilience Workshop, 19 November 2014, Dunedin

Resilience Indicators



Resilience Indicator: Leadership

Description: Strong crisis leadership to provide good management and decision making during times of crisis, as well as continuous evaluation of strategies and work programs against organisational goals

Initiatives:

- Share the vision
- Develop good relationships with governance boards or similar overseeing bodies
- Foster relationships with staff

- Be aware of, and attentive to staff needs
- Provide professional development/education opportunities for staff
- Get input from ALL of the team on organisational plans
- Nurture volunteers
- Surprise festive morning teas
- Give time flexibility to employees or volunteers
- Know your staff strengths and use them
- Acknowledge your own weaknesses
- Encourage and Allow others to make decisions
- Stand by your staff
- Ensure you listen to others ideas
- Share the credit but accept the responsibility – the buck stops with you.
- Be extroverted
- Be Calm
- Know the rules
- Be money driven
- Delegate effectively
- Share information widely
- Make sure decisions are well informed
- Be Available
- Trust staff
- Know when to take the next step and have the courage to do so
- Plan for succession at all levels of the organisation
- Make a decision
- Encourage change when needed and also when it is not so obvious
- Fully explore possible choices
- Consider branding
- Engage with the wider community
- Be friendly and approachable
- Walk the talk – behave consistently
- Lead!
- Look for opportunities
- Communicate often and clearly
- Take risks
- Reflect on inconsistencies
- Be involved in social events after hours
- Develop yourself
- Consider revolving leadership
- Films/jokes on how not to manage people
- Meet in other places
- Be silent for a day
- Be proactive

Resilience Indicator: Proactive Posture

Description: A strategic and behavioural readiness to respond to early warning signals of change in the organisation's internal and external environment before they escalate into crisis

Initiatives

- Look at culture of organisation
- Encourage proactive people into your organisation
- Do a SWOT analysis and give equal weight to all parts
- Research – subscribe to journals or industry publications
- Strengthen relationships between staff and governance
- Develop robust but dynamic strategic plan
- Show appreciation to volunteers
- Truly understand your organisation by participating in discussion with all
- Compare yourself with similar and different organisations – what do they do well?
- Reframe human resource capacity from a vehicle to use, to one to enrich
- Reduce conflicts of interest within the organisation
- Have a website and keep it up to date.
- Raise profile of the organisation using multiple methods
- Be aware of trends in society
- Have effective leadership
- Have a financial management strategy
- Have an effective succession plan